

Process Partner



DEI 100 A BENCHMARK FOR INDIA

India's first structured ranking of
organizations leading in DEI excellence

OVERVIEW

After the remarkable success of the inaugural edition, DEI 100 has emerged as a powerful platform shaping the future of workplace inclusivity in India. Launched as **India's first structured DEI ranking**, the initiative received an overwhelming response, with participation from over 500+ organizations across industries, reinforcing the growing commitment towards Diversity, Equity, and Inclusion. **Supported by EY as the Process Partner**, the initiative established a transparent and credible framework to assess and shortlist organizations for India's first Top 100 DEI rankings.

The first edition brought together influential DEI leaders, HR visionaries, and industry changemakers, creating meaningful conversations around inclusive workplaces and responsible leadership. Beyond recognition, DEI 100 became a benchmark for organizations striving to create cultures where diversity drives innovation and inclusion creates long-term impact.

The importance of DEI has never been more significant. Studies in 2026 continue to reinforce this shift, with organizations having diverse leadership teams being significantly more likely to outperform peers in innovation, employee engagement, and business performance. As workplaces evolve, DEI is no longer viewed as an initiative—it has become a strategic business imperative shaping the future of work.

Building on the success and impact of the first edition, we are excited to announce the 2nd Edition of DEI 100 –Bigger, bolder, and more extravagant. This upcoming edition aims to bring together a larger community of organizations, thought leaders, and changemakers to set new benchmarks for DEI excellence and celebrate those driving meaningful transformation across India.

HIGHLIGHTS



500+

Nominations

100

Organisations listed
under DEI 100

One powerful benchmark

HOW IT WORKS:

1. **PARTNERING WITH A PROCESS EXPERT:**

We have collaborated with EY as process partner to define key evaluation parameters.

2. **SCREENING & SHORTLISTING:**

Over 500 organizations will be assessed based on DEI metrics, policies, and initiatives.

3. **NOMINATION & EVALUATION:**

Organizations will submit detailed nominations, which will be reviewed by EY and their expert team.

4. **FINAL RECOGNITION:**

The top 100 organizations demonstrating exceptional commitment to DEI will be RANKED as part of the process.

This initiative will set a national benchmark, inspiring organizations to prioritize DEI not just as a compliance measure but as a strategic advantage.

HOW ORGANIZATIONS BENEFIT FROM DEI 100 RECOGNITION

- **EMPLOYER BRANDING:**
Being listed in the DEI Index enhances reputation as an inclusive employer of choice.
- **TALENT ATTRACTION & RETENTION:**
Helps organizations attract diverse talent and improve employee engagement.
- **INVESTOR CONFIDENCE:**
Demonstrates commitment to ESG & corporate responsibility, making the organization more attractive to investors.
- **NATIONAL & MEDIA RECOGNITION:**
Featured in Business Standard, MarksmenDaily, and other industry press releases.



IMPACT & NEXT STEPS

- **DEI INDEX REPORT**
- **ANNUAL BENCHMARKING PROCESS**



MEDIA COVERAGE

PRESS RELEASE



DEI Moves to the Boardroom as Team Marksmen Network Unveils India's First DEI 100 at Symposium 2025

The DEI Symposium 2025, organised by Team Marksmen Network, successfully concluded ...

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4 min read Last Updated : Dec 29, 2025 | 1:29 PM IST

The DEI Symposium 2025, organised by Team Marksmen Network, successfully concluded on December 16, 2025, in Mumbai, marking a



DEI Moves to the Boardroom as Team Marksmen Network Unveils India's First DEI 100 at Symposium 2025



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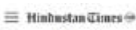


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DEI Symposium 2025 marked a shift from compliance to strategy, unveiling India's first DEI 100 ranking with Team Marksmen Network and EY.





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Team Marksmen Network Hosts Symposium 2025; Launches In-Index with EY

The DEI Symposium 2025 in Mumbai emphasised the shift of corporate diversity from compliance to a strategic focus on inclusivity.





LEADERSHIP

DEI Symposium 2025 Concludes in Mumbai with Launch of DEI Index

Published: December 14, 2025
By Marksmen Editorial Team





News & Views - From the Corporate World's DEI Symposium 2025, redefines inclusion, powers progress

Team Marksmen Network's DEI Symposium 2025 redefines inclusion, powers progress

By N. K. Kumar December 18, 2025



#DEISymposium2025 REDEFINING INCLUSION POWERING PROGRESS

REDEFINING INCLUSION, AND CHARTING A PATHWAY OF PROGRESS

DEI was once viewed merely as a moral obligation, little more than a social buzzword for corporations. Today, however, it has emerged as the engine for competitive advantage. This critical point from compliance to core strategy defined the DEI Symposium 2025, orchestrated by Team Maharashtra in Mumbai.

The event served as a rallying call for India Inc. In an era of disruption, heterogeneity is a liability. The discourse, anchored by the theme 'Redefining Inclusion, Powering Progress', underscored that true innovation flows only when diverse perspectives collide. It is no longer about simply adding people to the table; it is about reshaping the table itself to drive long-term value.

To move from intent to impact, the symposium introduced India's first scientific DEI Index, an indigenous framework conceptualised and developed by Team Maharashtra. The thought leader outlined this data-driven approach, moving from the DEI 100. The symposium also featured an exclusive panel discussion in consultation with our Process Partner EY, shaping the future with confidence.

This pioneering benchmark replaces anecdote with evidence, offering the country's first structured dataset of organisations that have successfully embedded DEI into their business DNA. The thought leader shared strong industry insights, with over 200 organisations participating in the process, underscoring the growing commitment to measurable and accountable inclusion across corporate India.

Honouring organisations recognised under DEI 100

Process Partner
EY Shape the Future with Confidence

DEI 100 - India's Structured Ranking of Organisations Leading in Diversity, Equity & Inclusion Excellence

RANK	ORGANISATION	RANK	ORGANISATION	RANK	ORGANISATION	RANK	ORGANISATION	RANK	ORGANISATION
1	Wipro Ltd.	23	Luminous Power Technologies	45	Raymond Realty Ltd.	67	Reliance	89	Consolidated Pte. Ltd. (Pinecliff)
2	Godrej Properties	24	Angana Finance	46	Industial Life Insurance	68	Pranavita Life Insurance	90	Decathlon Sports India
3	Telapremier (TP)	25	BPMF India Credit Company	47	Ravi India Pte. Ltd.	69	Sealed Logistics	91	Kata District Co-operative Milk Producers' Union
4	Angel One	26	JSW Motors	48	ACS	70	UGS	92	Park Hyatt Hyderabad
5	Eaton	27	Prithvi Hotels Ltd.	49	Thomas Cook (India) Ltd.	71	GSIL Ltd.	93	Saxa Realty Pvt. Ltd.
6	Hatch Payment Services	28	TCS	50	Dynapac Road Construction Equipment India Pte. Ltd.	72	RR Kabel	94	Spacelys Pvt. Ltd.
7	Goche Capital	29	Firstsource Solutions	51	NTT Global Datacenters	73	Indian Mono	95	Zyda Lasciences
8	Uda International	30	Shriest Copper, Vedanta Ltd.	52	Muthoot Finance Ltd.	74	Indusnet Technologies	96	Comviva
9	Wonder Cement	31	C-Infocomp Pvt. Ltd.	53	Unigra	75	Avantel Financial Services	97	AdiSoft Technologies (India) Pte. Ltd.
10	Lat Sui Hospitality	32	Trilegal	54	Manpower Group	76	Asian Institute of Medical Sciences	98	Invocemart
11	Quantifly Analytics Solution	33	Shreeji	55	Kogila Financial	77	ES Supply Chain Solutions Pvt. Ltd.	99	Reliance Power
12	LTIMindtree Ltd.	34	Marathon Software	56	Infia Factoring and Finance Solutions Pvt. Ltd.	78	BSO RISE Pvt. Ltd.	100	Corra Sanitaryware India
13	Makemytrip	35	Shreeji	57	KPT Piping System Pvt. Ltd.	79	BSO RISE Pvt. Ltd.	101	Indusnet Technologies
14	Prechay Software	36	Shreeji	58	Shoppers Stop Ltd.	80	Freecharge	102	Anglo Financial Services Pvt. Ltd.
15	Songar	37	Shreeji	59	Shoppers Stop Ltd.	81	Kale Logistics	103	Panga Solutions
16	Ujjain Entertainment India Pvt. Ltd.	38	Shreeji	60	DACHSER India	82	Garware Technical Fibres Ltd.	104	Rattis India
17	Reluitt	39	Shreeji	61	The Reward Store	83	Khan & Co	105	VTP Group
18	Sutherland	40	Shreeji	62	Multiplex Alternates Asset Management Ltd.	84	Formula Corporate Solutions India Pte. Ltd.		
19	Scagility	41	Shreeji						
20	Halon	42	Shreeji						
21	Havas India	43	Shreeji						
22	Biocon Ltd.	44	Shreeji						

HOW CILICANT IS MAKING SPACE FOR WOMEN ON THE FACTORY FLOOR

Manish Jain, Founder & MD, Cilicant, highlights how inclusivity must be thought of as an extension of business strategy, and not just a PR service

Manufacturing in India has long been seen as a male-dominated sector. In many cases, this has been due to the nature of the work itself, which is often physically demanding and requires long hours. However, at Cilicant, an active packaging manufacturing company based out of Pune, leadership began questioning this assumption early on. What would happen if the factory floor was designed to work for everyone, not just a few?

Today, women make up close to 50% of the workforce at Cilicant, with a large presence in the shop floor.

The change did not come from a top-down mandate. It came from listening to how the shop floor was structured and designed. The existing plant was safety and respect for women to work comfortably in manufacturing, the need to hire professionals and dignified. Clear rules around harassment, zero tolerance for any form of abuse, and consistent enforcement. Incentives and recognition. For many women employees, who are also the primary source of talent, these measures of inclusivity were deeply appreciated.

Training was the next focus. Many women entering at Cilicant come from a rural and semi-rural areas. Some entering as formal workforce for the first time. Leadership invested in repeated training around safety and quality. Over time, this helped female participation and voice on the factory floor.

Support systems were redesigned to reduce isolation. A women-led HR team opened spaces to leadership, and regular performance reviews helped women to grow. These measures early. This reduced isolation on the factory floor.

CEOs across organisations rely on different mechanisms to stay informed. However, when it comes to diversity, equity, inclusion, belonging, and justice, many leaders lack a clear window into the lived reality of their organisations. The intent to lead inclusively is almost always present, but intent alone is not enough. The challenge lies in psychological safety. Even with well-meaning leadership, organisational hierarchies often discourage people from speaking openly, creating a gap between what leaders believe and what employees actually experience.

Dr. Ritu Anand
Former Chief Leadership & Diversity Officer, TCS

Personally, I am deeply invested in the subject of Diversity & Inclusion. From a formal standpoint, this involves systematically reviewing data across multiple dimensions that we broadly refer to as diversity metrics. These include demographic representation, promotion trends, engagement scores, pay parity, hiring practices, and the depth and diversity of the talent pools we access. In our organisation, these insights are consolidated into a monthly dashboard but around six core pillars, one of which is DEI.

Vishal Sharma
Executive Director & CEO, Goche Industries (Chemicals)

Our DEI program reflects our commitment to a workplace noted in respect and belonging, where every individual feels valued and empowered. It fosters meaningful connections across global teams and celebrates the diverse perspectives that drive innovation and collaboration. Powered by our people, their voices and experiences shape the actions that make diversity, equity, and inclusion integral to how we work every day around the world today.

Rupali Veerker
Vice President, People & Culture, NTT Global Data Centers

We need to create leaders or managers who are as brave saying something as they are in doing what they speak of. You have to be free to speak your mind, express reactions or objections to feedback as long as it is aligned with the organisational goals.

Umar Ali Shaikh
CEO, Axxo Solutions and Systems Pvt Ltd

REDEFINING INCLUSION POWERING PROGRESS

BS MARKETING INITIATIVE

It is extremely important to recognise that DEI is part of a growth strategy. When you prepare your goals, prepare from the middle management up. Talk to middle management, get them to contribute to the strategy. Let everyone comment, critique, and shape the conversation and goals.

Kartik Nagarajan
Chief Executive Officer
Datamatics Business Solutions

The responsibility of creating an equitable and inclusive environment lies with the leadership, as well as everyone else. If you just have it in strategy, but not in the workplace, it will not translate. It is this everyone's responsibility to help create a diverse workplace.

Shivani Negi
CHRO, Tata Realty

If you look at Indian culture and historical civilization, it has been a culture of inclusivity as part of a greater whole. Today, the participation of Indian women in the workplace is 28%. We are moving forward, but doing so in pockets.

Sachin Seth
Regional MD
CHRO, India & South Asia

DEI today is embedded in how organisations think and operate. It has moved beyond policies to shape leadership choices, talent decisions, and everyday behaviours. Women's advancement is not an exception but a visible outcome—driven by capability, equitable opportunity, and a more inclusive definition of success.

Chetana Pattnaik
CHRO, LTIMindtree

While DEI is a collective responsibility, we need to map what each person can influence. We need to be accountable, to understand what everyone needs to be doing differently. It goes down into saying how everyone can contribute to the DEI agenda.

Alpana Dutta
Partner - People Consulting
EY India

Some people love the CEO, some don't. Transparency is all about allowing people to vent out. If you can do that, then you are able to start taking. Allowing the channels for venting out is very critical.

Feroze Azeez
Joint CEO, Anand Rathi Wealth

"WHEN ORGANIZATIONS INTENTIONALLY NURTURE WOMEN'S CAREERS, THE ENTIRE BUSINESS BENEFITS"

Gayatri Shankar, Head of Equality, Diversity and Inclusion at Ramboll India, elucidates the concrete moves that contribute to realising long-term equity outcomes

The global International Women's Day 2025 is a celebration of women's leadership and contributions across all sectors. However, it also serves as a reminder to reinforce our commitment to meaningful gender equity. This year's global campaign 'Globe to Gender' is about shifting from symbolic recognition to meaningful gender equity.

At Ramboll India, it aligns strongly with our DEI values supporting women not just on March 8, but every day, through:

- In the engineering and consultancy sector specifically, despite progress, women continue to face leadership gaps at senior levels. Unconscious biases in talent selection and promotion processes, integration pressures, especially around caregiving, retention challenges during mid-career transitions. Addressing these requires structural systems, not just initiatives including mentorship, equitable talent practices, and targeted development pathways for women. These bridge opportunity with results.
- One of our initiatives has been leadership development programs for women employees, which has helped participants move into more technical and managerial roles at higher rates than before. For many, this has unlocked new confidence, visibility, and influence on key client projects, demonstrating that when organisations intentionally nurture women's careers, the entire business benefits.

Industry delegates engaged in powerful DEI conversations at the DEI Symposium 2025.

Panel Discussion (L-R) - Aditya Tiwari, Regional Head - HR (Asia Pacific), KeralKoll Group | Kinjal Choudhary, Global President - Human Resources, Cadila Pharmaceuticals Limited | Davis John, CHRO, Raymond Realty | Satyajit Kaur, CHRO, Shreeth Copper, Vedanta | Shivani Negi, CHRO, Tata Realty | Trupti Patkar, Head - Human Resource, EATON | Alpana Dutta, Partner - People Consulting, EY India (Moderator)

CEO Panel (L-R) - Feroze Azeez, Joint CEO, Anand Rathi Wealth | Dr. Ritu Anand, Former Chief Leadership & Diversity Officer, TCS (Moderator) | Sachin Seth, Regional MD, CHRO, India & South Asia | Vishal Sharma, Executive Director & CEO, Goche Industries (Chemicals) | Kartik Nagarajan, Chief Executive Officer, Datamatics Business Solutions | Manish Jain, Founder & MD, Cilicant

DEI 100 - 2025 ORGANIZATION LISTING

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GLIMPSES OF PAST EDITION



and many more...

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At **TEAM MARKSMEN NETWORK**, our mission is to lead from the front as trailblazers in the B2B media landscape. We are India's fastest growing B2B media firm also recognized by DPIIT. We create impactful platforms that inspire thought leadership, foster collaboration, and spark innovation across industries. Driven by a relentless commitment to excellence, we aim to amplify stories of resilience, innovation, and transformation, shaping narratives that empower leaders and drive meaningful progress in India and beyond.



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ABOUT **MARKSMEN DAILY**

MARKSMEN DAILY is a leading and fastest growing digital knowledge platform committed to showcasing stories that engage, inspire, and captivate the imagination. Through crisp, bite-sized information, this new-age website breaks down the world around us by uncovering the latest business happenings, highlights trends to keep an eye on, and demystifies all things complex.

MarksmenDaily.com has been very well-received and gets over 175,000 visitors a month and is already very well received by industry executives and general populace.

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info@teammarksmen.com



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